

In its Corporate Philosophy, the POLA ORBIS Group identifies its Mission as to “Sensitize the World to Beauty,” a mission that incorporates the idea of respecting individual sensitivities and values and inspiring a sensitivity to beauty that changes people’s lives, making them feel happier and more emotionally fulfilled.

The POLA ORBIS Group is endeavoring to fulfill its responsibility for protecting and advancing respect for human rights, which are inalienable fundamental rights that belong to every single one of us.

We are committed to ensuring that people from all around the world can demonstrate their individuality in an environment that fulfills their basic needs and is characterized by safety, liberty and equality, thus enabling us to enhance our value as a group.

1. For enriching the lives of people around the world

The POLA ORBIS Group is a signatory to the United Nations (UN) Global Compact and hereby formulate this Human Rights Policy (hereinafter referred to as “this Policy”) for promoting respect for the right of individuals to live their lives in the way as they want based on the UN Guiding Principles on Business and Human Rights which support implementation of the International Bill of Human Rights (Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, the International Covenant on Economic, Social and Cultural Rights) and other international standards such as the ILO (International Labor Organization), Declaration on Fundamental Principles and Rights at Work and the principle of “free, prior and informed consent” concerning the rights of indigenous peoples.

2. Applicable Scope

This Policy applies to all officers and employees of the POLA ORBIS Group. The Group will also persuade its all stakeholders including business partners in the hope that they, too, will comply with this Policy.

3. Fulfillment of Responsibility

The POLA ORBIS Group will avoid infringing human rights in its business activities and will also take appropriate action to rectify any negative human rights impacts that do occur in the course of its business activities. We will also encourage our business partners to take appropriate actions to address any negative human rights impacts caused by them. In accordance with the POLA ORBIS Group Code of Conduct and various other policies and guidelines, the Group will implement initiatives to protect and advance respect for human rights, with emphasis on the empowerment of women and the creation of value in each region.

Compliance with Applicable Laws and Regulation

The POLA ORBIS Group will comply with applicable laws and regulations of the countries and regions where it does business.

In the event of inconsistencies between international human rights principles and national laws and regulations, we will seek to uphold international human rights principles.

Human Rights Due Diligence

The POLA ORBIS Group will establish a framework for human rights due diligence, to identify the potential negative human rights impacts of its activities, and seek to minimize such impacts or prevent them from occurring.

Remedy

If it becomes apparent that POLA ORBIS Group’s activities have clearly caused negative human rights impacts or have played a part in such impacts via business partners, the Group will work to remedy and improve the situation through dialogue and appropriate procedures.

Education

The POLA ORBIS Group will provide appropriate education to its officers and employees to ensure that this Policy is embedded in all its business activities and is effectively implemented.

Dialogue and Discussion

In the process of revising and implementing this Policy, the POLA ORBIS Group will utilize outside human rights expertise and hold dialogue and discussions with stakeholders.

Reporting

The POLA ORBIS Group will disclose the progress and results of its initiatives taken to protect and advance respect for human rights.

Enacted May 1, 2018 (Revised January 1, 2021)

Satoshi Suzuki, Representative Director and President

POLA ORBIS HOLDINGS INC.